

# Strong solidarity in Spokane

Machinists Union members working at Triumph Composites in Spokane spoke loud and clear with one voice on March 25 as they cast a 98.7 percent YES vote for strike sanction. The overwhelming vote sends a strong message to Triumph that these members are determined in their fight for a fair contract and support “One Equal Team – Contract 2016!”

Members at this facility have been building solidarity and projecting strength for the past year with an in-plant communication committee that covers all sections of the factory and all three shifts.

This vote was the first chance members had to send a direct message to Triumph, and they seized the opportunity to show overwhelming support for their union negotiators. Members arrived in droves to cast their ballot and take the first step necessary to authorize a strike, should the membership reject Triumph’s last, best and final offer in mid-May.

To emphasize their determination several members altered their ballot to say HELL YES! Daily this membership is projecting their unity inside the factory – wearing t-shirts, displaying stickers and buttons, talking issues and even using dog clickers as noise makers. The calculated actions project their determination

as formal negotiations kick off in April for the contract that expires on May 10.

District President Jon Holden, along with Business Rep Steve Warren, delivered strong messages, emphasizing communication and solidarity.

“We must deliver one message – we are sticking together. You know it is reasonable to have a pension, and it is reasonable to eliminate a two-tier wage system. It is unreasonable to have that division. You know it, I know it and Triumph knows it, too,” said Holden. “This contract is important to you, your co-workers,  
*Continued on Page 12*



*Above: Members from Triumph line up to get their strike sanction ballot on March 25.*

*Left: Triumph members enthusiastically cast their ballots in support of union negotiators with a 98.7 percent approval to grant strike sanction. The overwhelming vote sends a strong message to Triumph that these members are determined in their efforts to achieve “One Equal Team in 2016.”*

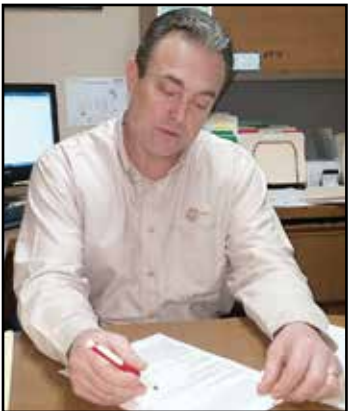


## District 751 helps ensure proper pay

Thanks to the efforts of Business Rep Rich McCabe, an IAM 751-member working at the Renton Boeing plant received more than \$4,500 in back pay to correct an error in pay dating back to when the member first hired into the company.

Just as important, going forward the member will continue to receive an additional \$4.42 an hour, compounding the significance of the pay adjustment.

This member had been on the payroll for six months when he learned that others on his crew with a similar work background and experience hired on the same day by the same recruiter into the same shop were making \$4.42 an hour more. Because of the current job market, the laws of supply and demand and Boeing’s job needs, there are a few IAM 751-represented jobs in which new hires at Boeing can ask for a higher starting wage than the minimum rate based



*Business Rep Rich McCabe requested a pay analysis that resulted in \$4,500 in back pay and an increase of \$4.42 an hour for a member.*

on their previous work experience. It is a limited number of jobs but Boeing has had to offer a higher starting wage in order to get individuals to accept job offers.

Initially, this member attempted to get his pay corrected on his own and asked the company to review his pay and experience against others in his

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## Union-Company effort addresses safety issues from Everett construction

Everett union members on second shift are literally breathing easier thanks to the efforts of Union Steward Dave Bryant and Everett HSI Site Committee member Shane Van Pelt.

As part of the renovation to prepare for production of the 777X, a large portion of concrete is being removed from the 40-24 building to install new tooling and equipment. As the construction crew began cutting up the old concrete, members began to complain it was making them sick and causing nose bleeds. Several went home, others went to Boeing Medical, but the toxic reaction was pretty widespread and increasing each day the concrete cutting occurred.

Shane was working a special investigation for HSI on day shift as the calls, texts and email complaints from second shift members were received. Since no HSI member was on second shift that day, he called senior Steward Dave Bryant to help with the issue.

Dave was also alarmed at the number of complaints and immediately investigated the situation. He learned the concrete was covered with epoxy. When the construction crew used a chop saw to cut through the epoxy, a cloud of noxious fumes was created. The construction workers would spray water to keep the fumes down with no success.

“I knew this was big and impacted a lot of people so I



*Steward Dave Bryant, Safety Focal Don McGillivray and Business Rep Dan Swank discuss ongoing safety issues surrounding construction in the 40-24 building. When they began cutting up the concrete, which was coated with epoxy (see insert), noxious fumes made many members sick. Construction stopped until a better method to remove the concrete was found.*

went right to the top to someone who could make things happen rather than using the Imminent Danger Clause from our contract,” said Dave.

Dave contacted senior managers Doug Butner and Eric Van Avery and together they assessed the situation. As expected, Doug and Eric did the right thing and immediately shut down the concrete cutting. Working together, they found a way to resolve the issue with help from Everett HSI Site Committee member Shane Van Pelt, Safety Focal Don McGillivray, and Environmental Health Services. In addition, Dallas Grack and Robert Ackerman, both from Boeing construction, also played a big role.

The solution was to have the construction crew

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Union gets Boeing to resolve safety issue and purchase new vacuum system

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REPORT FROM THE PRESIDENT

Why our union must be involved in politics

**By JON HOLDEN**  
**District President**

It's a presidential election year, and I believe there is a lot at stake for our union and our nation.

Yet politics remains a highly controversial topic. Many of our members – especially those who have joined our union since the last election in 2012 – may not understand how, or even why, we play a role in the political process.



The situation isn't helped by anti-union politicians and media pundits who make misleading and inaccurate claims about how and why unions are involved in politics.

I'd like to take some time to explain the truth, starting with the most-basic question: Why is our union involved in politics at all?

That's easy to answer: Anything we gain at the bargaining table can be taken away with the stroke of a pen in Washington, D.C., or Olympia. Therefore, to protect our ability to negotiate good contracts for our members – and to help other workers form their own unions so that they can gain the benefits of collective bargaining too – it's essential for our union to be involved in the political process.

I'm not exaggerating when I say that these fundamental rights to union membership are under attack. Early on, one of the candidates for the Republican presidential nomination was Wisconsin Gov. Scott Walker, who made a name for himself by attacking unions in his state with laws that sharply restrict their ability to negotiate for better wages, working conditions and – in a number of cases – even improved workplace safety.

One of his key policy proposals in his presidential platform was his plan to establish a national "Right to Work" law, which would have forced unions like ours to negotiate contracts and provide representation for workers who don't pay for those services.

Fortunately, Walker's campaign never got off the ground. But the leading candidate for the Republican nomination says he's "100 percent" in support of Right to Work laws.

That's got to be troubling to anyone who believes that our nation needs to rebuild the middle class with stronger unions to help workers win better pay and benefits, and to provide some counterbalance to the massive influence

Corporate America has in all facets of our life today.

It's also important for everyone to know that we don't give a single dime of your dues money to any candidates. That's because it is against Machinists Union policy.

Any money we do give to political campaigns is money raised through fundraisers or other voluntary donations to the Machinists Non-partisan Political League – the MNPL. The bowling tournaments Local F will host this month in Everett and Federal Way are prime examples of this.

When it comes to politics, District 751 is one of the most-active organizations within the entire International Association of Machinists & Aerospace Workers. We raise more money for MNPL than any other district, and three of our local lodges (Locals A, C and F) were the leaders in MNPL fundraising out of more than 1,000 local lodges across the United States last year.

We raise that money because a large number of you believe it is important for our union to be involved in the political process, in order to protect our rights as union members.

There is a two-step process that takes place before any of that money is spent or before our union issues an endorsement.

When a candidate asks for an endorsement, our District Legislative Committee responds by researching the candidate's position statements and voting records, and oftentimes, by conducting in-person interviews.

That is made up of volunteers, each one a worker at Boeing or another company we represent, and each one nominated by his or her elected local lodge president. It makes a recommendation to our union's District Council, which is made up of local lodge officers elected by members every four years.

The District Council can then ask questions or debate any proposed endorsements from the Legislative Committee before voting on whether to accept them.

The same process takes place whenever any candidate asks us for a contribution: The Legislative Committee makes a recommendation, which the District Council must also approve before any contributions are made.

There are a couple of important things to remember about this process: For starters, the Legislative

Committee only considers endorsing candidates who ask for an endorsement. So if an individual candidate – or even an entire party – doesn't seek our support, they won't get it.

And – importantly – the Legislative Committee and District Council only evaluate candidates on the issues that matter most to us as working men and women: How do they stand on workers' rights? What's their position on trade? Have they been supportive of measures that we believe will grow good-paying jobs for our members and our communities? And, in Washington State legislative races, have they been supportive of our attempts to hold Boeing accountable for its \$8.7 billion tax break?

As a union, we focus on the candidate's positions on workplace and paycheck issues. As a union, we try to stay away from wedge issues that divide our members and the country without an impact to their worklife. Those may be important issues to you as an individual; but as a union, I believe our focus should be on public policies that directly affect our members' jobs, workplaces and livelihoods and our ability as a union to improve them.

And part of our role as a union, when it comes to politics, is to help our members understand where the candidates stand when it comes to their positions on these issues.

So with all that as background, let's discuss the recent visit of former Secretary of State Hillary Clinton to our Everett Union Hall.

District 751 has not endorsed any of the presidential candidates. We don't make endorsements in national elections.

The Executive Council of our International has endorsed Hillary Clinton.

Even though we are not making an endorsement in the Presidential election, I thought it was important to give any candidate in this race who requested to visit with our members that opportunity to do so, which is why she was at our Everett Hall.

I felt it was an important opportunity for our members, and our community, to hear directly from one of the leading candidates in the race for the White House about her positions on trade, Export Import Bank, manufacturing, workforce training and jobs – the very issues that our union is concerned with the most, when it comes to politics.

We don't often get the chance, in this Washington, to hear directly from

presidential candidates. This was a chance for our members to hear firsthand what she had to say and to judge her policies and her persona for themselves. I know that everyone from our union who was there appreciated having that opportunity – no matter which candidate they end up supporting.

None of the candidates for president lines up perfectly with our union's key issues and values, but some of them are clearly better than others.

It is your job, as a citizen, to take all information into account as you make your decision on which candidate you'll support in this important election.

District Lodge 751,  
International Assn. of  
Machinists and  
Aerospace Workers

Jon Holden  
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Lester Mullen  
Vice President

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Richard McCabe

Jason Redrup

Wilson 'Fergie' Ferguson

Dan Swank

Dena Bartman

Patrick Bertucci

Grace Holland

Greg Campos

Garth Luark

Union Business Representatives

**Union Offices:**

- 9125 15th Pl S, Seattle; 206-763-1300
- 201 A St. SW, Auburn; 253-833-5590
- 233 Burnett N., Renton; 425-235-3777
- 8729 Airport Rd., Everett; 425-355-8821
- 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305

**Toll-free to Seattle from:**  
Nationwide 1-800-763-1301  
Hotline: 1-800-763-1310  
Web site: [www.iam751.org](http://www.iam751.org)



Save the Date: Membership fairs set for Saturday, June 25

751 Fair Day will be Saturday, June 25 from 10 a.m. to 7 p.m. at both the Evergreen Fairgrounds in Monroe and Western Washington Fairgrounds in Puyallup. It is a day of fun for members and their families. Both locations will provide rides, activities, and music. The only cost will be games of chance and food, but feel free to bring a picnic lunch. Look for additional details in the June *AeroMechanic* newspaper, but mark your calendar for a day of fun and solidarity with your Union.



In a band? Want to play at our fair?

Are you in a band and would like to be considered to play at our membership fairs in Puyallup or Monroe?

We are currently slotting live bands to play at our membership fairs on June 25 from 10 a.m. to 7 p.m. Time on stage will be limited up based on interest. This is a family event; therefore, Lyric appropriate material only.

Please send an email to [fair@iam751.org](mailto:fair@iam751.org) and include: name of your band; genre of music; a link to your music (Reverb/Spotify/Bandcamp/iTunes/Youtube); a link to your

social media account (if you have one); contact information (email and phone); preferred location (Puyallup or Monroe), how much time you can fill for a set.

Merchandise table will be made available

This is a non-paying gig, but great exposure to your brothers and sisters in your union.

If you are chosen to play you will be notified of the time slot chosen for your band. An instruction sheet and other pertinent information will follow.

751 AERO MECHANIC

**Connie Kelliher, Editor**  
**Bryan Corliss, Editor**  
Member of The Newspaper Guild,  
CWA #37082

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## POLITICAL ACTION

# Election 2016: Equality, fairness and rights at stake

### Holden urges union members to get involved in the electoral process

The stakes have never been higher for working people than they are in this year's Presidential Election, said District 751 President Jon Holden on March 22.

"The right to bargain with your employer as part of a union has never been more at risk than in this election," said Holden as he introduced Democratic presidential candidate Hillary Clinton at the union's Everett Union Hall. "The fight against income inequality, the fight for fair wages, for retirement security, for good health care — this is what we stand for, right?"

Even though District 751 does not make endorsements in the Presidential race, we granted Clinton's request to speak at the Everett Hall so that union members could hear for themselves from one of the leading candidates in the race, and ask her questions on topics like union rights, workforce training, trade and equal pay.

Union stewards who work at Boeing told Clinton and her supporters that America needs stronger unions and a more-secure economic future.

IAM 751 Union Steward Charles Cesmat, 25, said the fact he had union-negotiated wages and benefits had allowed him to buy a home and get married.

"Young people like me need good jobs with a future," he said. "We need opportunity. We need strong unions, to raise the standards of living for the next working generation."

IAM 751 Union Steward Denise Strike said that as a single mother of two, she is concerned about projections that today's young people will be the first generation of Americans to be worse-off than their parents.

"For me, this is unacceptable," she said. "I'm counting on the next president to be a strong leader, to ensure this trend is reversed. I'm counting on the next president to work across the table to find effective ways to create and sustain jobs in the United States, and keep them from being shipped overseas. Lastly, I'm counting on the next president to lead the way by fully funding world-class education for every student, and passing the



*"We are, in fact, seeing our members get involved in this election cycle like never before," said District 751 President Jon Holden at a March 22 event featuring Democratic presidential candidate Hillary Clinton in Everett.*

Equal Rights Amendment."

Here is the complete text of Holden, Cesmat and Strike's remarks:

### Holden: It is not just our fight

Hello Machinists! I want to welcome you to the hall today, and I appreciate everyone showing up.

Here at District 751, we have overcome a lot of hurdles in the last couple years, and we still have many challenges ahead.

Since our members at Boeing lost our defined benefit pension plan, we have faced a struggle to improve retirement security for every single member we represent.

We are fighting against the outsourcing of work, which is leaving our state for every corner of the globe.

We continue to fight for tax incentive accountability where we attempt to ensure that our citizens' tax dollars are used to secure good jobs here in Washington State, instead of being used to create capability and capacity everywhere else.

We are fighting to organize other workers in the aerospace industry where the standard set for non-union labor is so low that these workers must use state-funded health care, school lunch programs and food banks just to get by. We've all seen that, right?

We are fighting against income inequality in our communities where the standards we fought so hard to improve are being undermined by companies that illegally fight unionization of their workforce.

This battle is too important. It is not just our fight. This fight is for every working person in America. The fight against income inequality, the fight for fair wages, for retirement security, for good health care — this is what we stand for, right? The right to bargain with your employer as a union has never been more at risk than in this election.

We are encouraging our members to be active. We are, in fact, seeing our members get involved in this election cycle like never before.

We welcome Secretary Clinton to our hall to speak on these and other issues. We appreciate the opportunity to hear how she would address the concerns of manufacturing workers and how she would rebuild the middle class. We look forward to seeing her make progress on these very important community issues, not only for us, as aerospace machinists, but for all of America. Please give a warm Machinists' welcome to Secretary Clinton.

### Cesmat: We need opportunity

Good afternoon, Brothers and Sisters.

My name is Charles Cesmat, I am a 25-year-old, second-generation member of the Machinists Union

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## Machinists drive change in Olympia

By LARRY BROWN  
IAM 751 Legislative Director

The recent Seattle Times report of Boeing's plans to eliminate thousands more Washington state jobs shows the importance of our fight to get a guaranteed number of jobs from the company, in return for our state's guarantee of \$8.7 billion in tax breaks over the next 24 years.

As the *AeroMechanic* went to press, our union had not received any specifics from Boeing on what it's planning as far as job cuts among Machinists Union members, other than the voluntary layoff offer that already had been announced.

But we don't need specifics to know that continued layoffs are not what any of us had in mind when our Legislature approved that massive tax break. Boeing already had eliminated 5,348 jobs in our state — jobs held by tax-paying citizens — before the news came about these further job cuts.

We've been trying for two years to get our Legislature to act on legislation that would make Boeing at least think twice before it moved jobs away to states that require job guarantees in exchange



Brown

## Union will work to raise up Washington

District 751 is joining the effort to raise Washington's minimum wage to \$13.50 an hour.

Our union's District Council voted March 22 to endorse the Raise Up Washington campaign, which seeks to put an initiative on the November ballot that would raise the minimum wage statewide to \$13.50 an hour by 2020.

The initiative — I-1433 — would also establish a statewide standard for paid sick leave, which would allow workers to earn one hour of paid sick leave for every 40 hours worked.

"This is the kind of common-sense legislation that unions should be fighting for," said IAM 751 Legislative Director Larry Brown. "It would raise pay for hundreds of thousands of working people in our state, and would create a sick leave benefit that would lead to healthier families and communities."

Nine other unions and the Washington State Labor Council have already endorsed I-1433. So have both Democratic presidential candidates — Hillary Clinton and Bernie Sanders — and groups like the Church Council of Greater Seattle, El Centro de la Raza and the NAACP.

Data from the Washington State Budget & Policy Center shows that more than 730,000 Washington working people would benefit from a minimum wage increase to \$13.50 an hour. Of those, more than half are older than 30, and there are more people older than 55 earning less than \$13.50 (about 95,000 people) than there are teens (66,000 people).

The largest share of workers who would benefit from the wage increase are in the service industry: food servers, bar-



tenders, baristas, hair stylists and hotel workers.

However, thousands of aerospace manufacturing workers also would benefit, Brown said.

A 2015 study of the most-recent data then available showed that 38 percent of the non-union workers in Washington's aerospace industry — more than 5,600 people — were paid less than \$15 an hour.

And even at Boeing, where union contracts help ensure better pay, there were nearly 600 people paid less than \$15 an hour in 2014, according to state Department of Revenue reports. That included more than 400 manufacturing workers and 150 building and grounds maintenance people.

While the state data doesn't specify how many of those aerospace workers are paid less than \$13.50 an hour, Brown said "it's clear that raising the state's minimum wage to \$13.50 an hour would benefit thousands of aerospace manufacturing workers and their families by giving them more money to spend at businesses in their communities."

Raising minimum wages does not

force businesses into layoffs, the Washington State Budget & Policy Center reported, citing 64 studies done over 35 years that showed "no changes in employment following a minimum wage increase."

Modest minimum wage increases also don't drive inflation, the center said. An analysis of 30 different studies on this topic showed that a 10-percent increase in wages at a business would drive a 0.4-percent increase in that business's overall costs.

Many businesses actually benefit from raising wages, the studies found, because workers who are paid better are less likely to quit, so they stay longer, learn more skills and become more productive.

While I-1433's proposed minimum wage increase is grabbing headlines, the initiative also would address another important issue — the lack of a statewide standard for paid sick days.

Federal data shows that nationwide, 38 percent of non-union workers lack any kind of sick leave benefit.

"Tens of thousands of workers in our state are regularly forced to choose between bad options — go to work sick or lose a day's pay, or even their job," Brown said. "For them, if a child gets sick, the family could go hungry."

I-1433 would allow workers to earn paid sick days at a rate of one day every two months for full-time employees.

"It's not enough for us to talk about family values," Brown said. "It's time for us as a state to show that we actually value families. I-1433 does that in two ways, and that's why our union is proud to support it."

## GOING BY THE BOOK

# Union gets Boeing to suck it up and pay cost of new vacuum system

Members in the 40-56 building in Everett are performing their jobs on the new 5-axis routers more safely and efficiently thanks to assistance from our union to get a safety issue resolved.

IAM 751-member Patrick Tingley called the union after several open Safety, Health, and Environmental Action Requests (SHEARs) failed to fix an issue in his shop and with help from Business Rep Grace Holland finally got the issue resolved.

"I called our union to help get resolution because the issue escalated in January of 2015. Without our union's help, I'm not sure if the issue would ever have been resolved," said Patrick. "I know my shop is safer performing their work once our union was involved."

The problem increased when eight new 5-axis machines were installed in the building, but Boeing failed to provide

an adequate vacuum system to collect the dust and chips. Because the vacuum system was overloaded, there was no pressure. This meant our members had to struggle with a vacuum system that simply could not suck up the chips and debris. The added physical exertion required to create suction on an overloaded system resulted in strains and sprains for nearly every member in the shop, including one going to the hospital with a shoulder injury.

Three different IAM 751 members initiated four SHEARs trying to fix the situation. Management resisted installing a new vacuum system because of the cost. Instead management ordered SSG to clean the ducts and remove debris weekly, but the problem was not debris in the system, but too many machines on an aging system.

When management continued to ignore the problem with no real plan of action being shared with the affected employees, Patrick called the union hall and asked Business Rep Grace Holland to get involved.

When Grace learned the scope of the issue, she



Patrick Tingley and Business Rep Grace Holland discuss the new vacuum system that makes it safer for the operators to do their job and also cuts hours off their work process.

over again," said Patrick. "In the meantime, more workers got injured trying to complete their work with a vacuum system that clearly could not do the job. In addition, we had to spend more and more time to perform the same work because of the inadequate vacuum system."

"The new system is fantastic," said Patrick. "The dust collection works like it should and saves us a lot of time cleaning after a cutting cycle."

"I appreciate Dave, as a director, taking quick action and putting our members' health before the monetary cost. The new system not only keeps our members healthy, but is way more efficient. Members complete their work in one to two hours faster each day making the shop more productive and safer," said Grace. "I'm glad Patrick took the time to call the Union Hall and inform me of the situation so I could get it elevated to someone who would do the right thing and fix the problem."

immediately called IRC Director Dave Hyem, who is known for doing the right thing. She explained the situation and the various band-aid fixes management used to avoid purchasing a new vacuum system.

After investigating the situation at Grace's request, Dave agreed a new vacuum system was needed.

"If you put your hand up to the old vacuum system, a 10-year smoker had more suction than that vacuum system. It was so weak it couldn't pick up Styrofoam," said Patrick. "The issue goes back years ago but became progressively worse as new machines were added."

"Management kept dragging their feet and saying 'we will get it fixed in the next couple months,' but the fix kept getting pushed back. Then we would get a new manager and start the process of trying to get resolution all



IAM 751-member Mai Bui (center) thanks Business Rep Dan Swank (l) and Steward Dennis Ramsey for help in ensuring he is working his preferred shift.

## Union ensures preferred shift

Thanks to the efforts of Union Steward Dennis Ramsey, IAM 751-member Mai Bui, who was bypassed to move to first shift, is now working on his preferred shift and Section 5.4 of our contract (shift preference language) was enforced.

"I was glad to have my union and my steward to help me out," said Mai who has worked 8 ½ years on second shift. "I wanted to be on first shift and had the seniority so I should have been moved to first shift. Our union ensured my rights were protected and the contract was followed. Without my union, I would still be working on second shift."

Mai was bypassed for a move to first shift by an employee with less seniority. Realizing he should have been offered the move to first shift, Mai brought it up to his steward who promised to investigate the matter and get an answer.

Dennis discovered that the staffing manager had failed to add Mai to the shift preference list even though he had filled out the proper paperwork. Thankfully, Mai had kept a copy of his shift request.

Even with documentation and bringing the matter to management's attention, Dennis still had to prod management to correct their mistake. After waiting two weeks with no remedy, Dennis elevated the matter to a second level and then a third level. Only after he threatened to turn in a formal grievance, did they offer Mai a first shift position.

"It was an oversight and an honest mistake," said Dennis. "What upset me was the fact they didn't care and dragged their feet in getting it resolved."

"Shift preference movement can often be complicated, given all the different situations that present themselves in the day-to-day operations of the company," said Business Rep Dan Swank. "Our contract provides stewards, members and managers alike with guidelines for staffing shifts. Any improper movement can be not just argued but grieved, if necessary. This situation illustrates the importance of always keeping a copy of any documentation related to your work should a question arise in the future."

"Dennis did a great job presenting the member's case and ensuring management followed up and did the right thing to get the senior member to first shift," added Swank.



Patrick Tingley shows Business Rep Grace Holland the new system. The union helped ensure an adequate vacuum system was installed for the 5-axis machines after nearly every member in the shop suffered strains and sprains trying to do their job with an inadequate system.



Mark Carpenter vacuums up chips and debris easily with the new system.

# Union helps ensure proper pay for a new hire

Continued from Page 1

shop. When he had no luck, he turned to our union for assistance.

Business Rep Rich McCabe said he would look into the matter and emphasized that while this was not a contract violation, he would take a copy of the member's resume and work experience and plead the case from a fairness perspective.

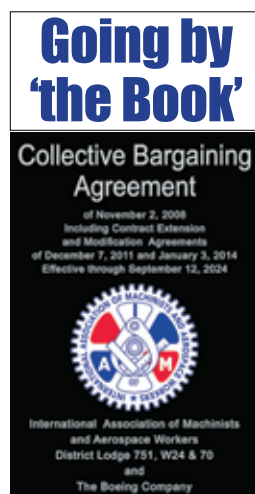
McCabe met with Boeing Human Resources and asked for a comparative analysis, which showed the

member had basically the same years of previous military experience with aircraft – similar to the work history of the others in his shop hired on the same day.

After reviewing the facts, Boeing agreed the member should have hired in at the same rate as his co-workers. Boeing not only agreed to bump the member up to the wage rate of his co-workers, but to provide the member back pay to his hire in date at that rate of pay. As a result, the member received more than \$4,500 in back pay in addition to making the higher hourly rate each day.

The member was very pleased with the results and appreciated having our union there to advocate for his higher pay.

"This was really about fairness since it wasn't a contractual issue. When I presented the facts to Boeing HR, they looked into it and agreed the disparity should not have occurred," said McCabe. "I'm glad our union could get the pay corrected for this member. I appreciate Boeing doing the right thing since the members' experience was virtually identical."



# Members' Bill of Rights to be voted on at April meetings

Resolutions committees for all four western Washington local lodges have been busy meeting before the monthly lodge meetings the past two months to draft amendments for the upcoming IAM & AW Grand Lodge Convention.

The focus of the committees was to develop a Membership Bill of Rights designed to return power to the members and prevent situations like the contract extension vote that was forced on District 751 members working at Boeing on January 3, 2014. The District held nine workshops last October to gather members' ideas on changes to present at the Grand Lodge Convention to make our union stronger going forward.

Each lodge received input from members on all three shifts. The amendments drafted by the Resolutions Committees will be voted at the April meetings so there is time to forward them to other Districts and Locals and ask for their support in passing this membership bill of rights. In addition, should other ideas be brought forward, the committee can introduce additional amendments to vote at the May local lodge meetings, if necessary.

The proposed Bill of Rights is designed to provide more rights and ownership to the members over their collective bargaining agreement. For most of the items in the bill of rights, they seem like unspoken issues that shouldn't have to be spelled out in our Constitution, but history has taught us to get it in writing.

"Our locals have worked hard to put something together that would garner widespread support from other members across the country and Canada for this membership bill of rights. These provisions, if amended in the IAM Constitution,



*The Local A Resolutions Committee met before the second shift Local A meeting in March and had good discussion on the upcoming Constitutional changes. The proposed amendments will be voted at both the first and second shift Local Lodge meetings in April.*

would ensure that members on the shop floor have more control over actions taken within their bargaining units and bargaining agreements," said District 751 President Jon Holden. "Our members are excited to push this change forward to make our union stronger for the future. I'm confident our 751 elected delegates will do an excellent job explaining why this addition is so important for our entire membership in the IAM."

The Resolutions Committees are also presenting amendments to standardize the absentee ballot process in all union elections (district and local lodge) so absentee ballot requests must be submitted 10 days before the election, like it is for the Grand Lodge Convention delegate election.

Another amendment ensures retirees can request an absentee ballot because they are on vacation. This had been standard until the International elections

in 2014 when the International President ruled that retirees cannot be on vacation since every day is vacation. Many IAM 751 retirees were out of town and unable to vote in those elections because of the ruling. This change would correct that to give retirees who are traveling the chance to vote in union elections.

Another amendment eliminates the need for a reason so that any member may request to vote in a union election by absentee ballot.

The committees are also proposing to give local lodges the option to move their local lodge elections in a Grand Lodge Convention year to coincide with the Grand Lodge Convention delegate election to save locals the time and expense of two elections in one year.

See right hand column for language for our Members' Bill of Rights. To see additional proposed amendments, visit [www.iam751.org/pages/amendments.htm](http://www.iam751.org/pages/amendments.htm).

## Proposed Membership Bill of Rights Amendment to IAM Constitution

Article: XX Section: 2  
Page Number: 78 Lines 4 to ?

### Proposed new language: Membership Bill of Rights

Sec. 2 – The rights held within this Membership Bill of Rights shall not be usurped by any other officer or provision of this constitution.

1) No contract may be implemented without a vote of the members it covers.

2) No notice of or actual contract vote can be held within 5 days of an observed holiday.

3) Contract negotiating committee must contain at least one member from the bargaining unit.

4) International shall take an advisory role in all contract negotiations unless District President (or unaffiliated Local Lodge President) requests International take a greater role.

5) No contract shall be renegotiated or opened at other than normal expiration of duration without a majority vote of the bargaining unit members.

6) Once the union leadership at any level receives a request to bargain from an employer, the bargaining unit membership must be notified.

7) Automatic audit/recount of close votes (3% or less).

8) Date, time and location of contract vote shall be determined by District or Local leadership.

### Reason for this proposed revision:

This will provide more rights and ownership to the membership on their collective bargaining agreement.



*Above: Local C second shift Resolutions Committee discusses proposals.*

*Left: Local F first shift Resolutions Committee tweaks the amendments.*

## Union-Company effort addresses safety issues from Everett construction

*Continued from Page 1*

jack hammer the epoxy off the concrete rather than cutting through it. While it stopped the noxious fumes and improved the environment, there are still issues with noise and dust. Members who are sensitive to the fumes and dust are continuing to work in a different area to avoid further conditions.

"The project started with a process in place to take care of safety issues; however, this process was insufficient as one could tell by the number of employees' affected. These construction issues will be ongoing during this massive renovation that will take months to complete," said Shane. "As a steward and site committee member, we will continue to monitor the situation and the effects of the dust and fumes on our members and make adjustments as needed to ensure we have a safe work

environment. Being aware and proactive on working the safety issues is key."

"People had dust more than a quarter-inch thick on their desks from the concrete cutting – illustrating how this poisonous dust was blanketing the work area," said Don, the safety focal.

The following week, plastic barriers were erected to cut down on the dust and ventilation was added. Additional adjustments and modifications will be used as issues arise with the construction process, but the situation will be monitored closely.

"I have a good working relationship with Doug and Eric and knew they would do the right thing to protect the workers," said Dave.

In the 15 1/2 years working as a union steward, Dave has developed a wide network of resources to handle any type of problem from safety issues,

to contractual issues to even parking tickets.

"You don't have to use a hammer to resolve issues if you have the proper resources. Rather than fighting, we were able to work together – making the resolution much quicker and more positive for everyone," said Dave. "Contrast the quick response to our members' concerns with the construction workers who said 'They just get used to it and have to put up with it or they would be fired.' That really shows the value of a union and being able to voice concerns – especially over a safety issue."

Business Rep Dan Swank applauded their action and stated, "Dave and Shane



*Steward Dave Bryant (l) and HSI Site Committee member Shane Van Pelt investigate dust from ongoing construction that has impacted members.*

are continually fighting for our members. I commend their ongoing commitment to servicing our members every day. From getting questionable parking tickets removed to mentoring new union stewards, both work hard on behalf of the membership. Their dedication is noticed and appreciated."

SERVICE TO THE COMMUNITY

# Union’s MPVs help to buid better communities



Members of our union’s Machinists Volunteer Program continued their efforts in March to make our communities better places to live. (Left) Volunteers George Braun, Rob Curran and Brenda Brammer helped prepare Easter baskets distributed to low-income Pierce County children by the Toy Rescue Mission in Tacoma. (Center) North-end MVPs Chris Louie, Cliff Balka, Joe Hubach and John Allen helped feed homeless people at the Everett Gospel Mission in March. (Right) Union MPVs fed homeless people at The Rescue Mission in Tacoma on several weekends in March. The MVP Committee will meet at about 6:15 p.m. (following the District Council meetings) April 12 and April 26 at the Seattle Union Hall to discuss community service projects across our region. The North-End Subcommittee meets to discuss community service projects specifically in Snohomish County at noon April 20 at the Everett Union Hall. For more information about these and other IAM 751 community service events, call the Seattle Union Hall at (206) 764-0335.

## Summer Guide Dogs event schedule shaping up



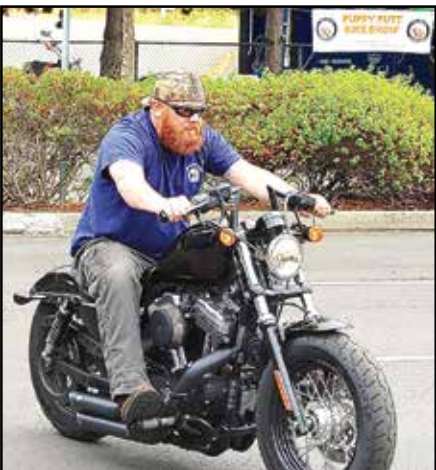
Our union will once again host a series of fundraising events to support Guide Dogs of America. District 751 is one of the top fundraisers for the California-based charity, which provides service dogs -- and training in their use -- free of charge to people who are blind or have impaired vision from across the United States and Canada. The charity was founded by a Machinists Union member.



### Flight for Sight

The 15th annual Flight for Sight fun run will be Saturday, June 4, at the Everett Union Hall, 8729 Airport Road. This year’s race will have a new starting location and a new course circling Paine Field, which will have fewer traffic lights and street crossings. The Flight for Sight includes two timed races -- 5K and 10K runs -- on a USA Track & Field certified course. There will also be a non-competitive one-mile walk. Race check-in will be from 7:30 to 9 a.m. at the Everett Union Hall. Racing will begin at 9:30 a.m. Registration costs \$30 in advance,

or \$35 on race day. Runners will get a t-shirt. Registration forms are available at all District 751 union halls in Puget Sound, or you can go online at [www.flightforsight.com](http://www.flightforsight.com) and follow the links to the online registration form. The Flight for Sight is sponsored by the Women’s Committee at District 751. Since its inception, the event has raised more than \$160,000 for Guide Dogs of America.



### Puppy Putt

The 14th annual Puppy Putt motorcycle ride to benefit Guide Dogs of America will be Saturday, July 9 at locations around Puget Sound. Riders will leave between 8 a.m. and 10 a.m. from Sound Harley-Davidson at 16212 Smokey Point Blvd. in Marysville and from Northwest Harley-Davidson at 8000 Freedom Lane in Lacey. The separate groups will meet at District 751’s Seattle Union Hall, at 9135 15th Place S., for an afternoon of food, music, games and fun. Puget Sound Harley-Davidson dealers are major sponsors, but organizers stress that Puppy Putt is an “all breed” event, open to owners of all motorcycle makes

and models. Advance registration is \$15 for a rider and \$5 for passengers. Registration will cost \$20 for a rider after July 1. Registration forms are avialable at all District 751 union halls in Puget Sound, or online at [www.PuppyPutt.com](http://www.PuppyPutt.com). Each rider will receive an event t-shirt, a commemorative patch and a Guide Dogs of America pin. Riders will receive t-shirts.



### Guide Dogs Golf Tournament

The annual Guide Dogs of America Charity Golf Tournament will be Sunday, July 17, at the Willows Run Golf Course in Redmond. The tournament will be a scramble format with a shotgun start at 8 a.m. A trophy will be awarded to the first-place team with a cash prize for each winning team member. A chance to win individual prizes will be offered for longest drive and closest to the pin. All other prizes will be raffled off at the end. The cost is \$110, which covers greens fees, cart rental, touranment t-shirts, prizes and a buffet at the end of play. Entry forms are avaiالبة at all District 751 union halls in Puget Sound. Information also is available by calling the Everett Union Hall at (425) 355-8821.

## NAS Whidbey Machinists plan golf tournament

Machinists Union members who work for contractors at Whidbey Island Naval Air Station are planning their fourth annual charity golf tournament. The four-man scramble tournament will begin with a shotgun start at noon Aug. 6 at Avalon Golf Links, 19345 Kelleher Road, Burlington. The cost is \$110 per player, which includes cart rental, lunch and 18 holes of golf. Entry forms are available at all IAM 751 union halls in Puget Sound. To request a form, call the Everett Union Hall at (425) 355-8821. Last year, nearly 60 golfers took part, raising a record \$6,100 for charity.

This year’s event will be benefit two non-profit agencies: North Whidbey Help House and Helping Hands Food Bank in Sedro-Wooley. North Whidbey Help House is a community-based food bank that serves northern Whidbey Island with supplemental and emergency food and other services. Helping Hands is Skagit County’s largest food bank. Last year it distributed more than 1.3 million pounds of food to 14,000 people. District 751 represents nearly 200 civilian workers at NAS Whidbey who are employed by URS Corp., Delaware Resources Group and Doss Aviation.

## Union establishes scholarship fund at Renton Tech

District 751 announced March 24 that it is establishing a \$25,000 scholarship endowment at Renton Technical College to help students there prepare for careers in aerospace manufacturing. “We think this is a great opportunity for our union, RTC and young folks in the community,” said IAM District 751 President Jon Holden, who made the announcement at the Renton Technical College Foundation’s annual breakfast. The union’s District Council has voted to approve the creation of the endowment. The money will be transferred over the next three years. With thousands of Baby Boomers at or near retirement age, “there is going to be a tremendous turnover in our

membership,” Holden said. “Highly skilled and experienced workers will be retiring, and one of the most important things we can focus on into the future is how to get young people excited and engaged in the aerospace industry.” With the endowment, Holden said, “we can provide a hand up, and help secure a highly trained and skilled aerospace workforce for the future.” IAM District 751 Secretary-Treasurer Susan Palmer is a trustee of the college and the school is a leader in training aerospace manufacturing workers, Holden noted: “We look forward to a long partnership with the school and community.”



District President Jon Holden announces the new Renton Technical College fund.

## SERVICE TO THE COMMUNITY

### MVPs to honor top volunteers during banquet

Our union's top community service volunteers will be recognized when the Machinists Volunteer Program Committee holds its annual MVP awards banquet.

The event will be at 5 p.m. April 30 at the Seattle Union Hall, which is at 9135 15th Place S.

The banquet is open to all members, family and friends. A main dish and beverages will be provided; those attending are asked to bring a side dish, salad or dessert to share.

Dress is casual and no RSVPs are required.

At the banquet, our top volunteers will be honored for their contributions to our union and our communities.

There will be a video presentation, showing many of the different projects MVPs worked on over the past year, and representatives of many of the organizations we partner with will speak about the contributions Machinists make in the community.

For detailed information about the event, call the Seattle Union Hall at (206) 764-0335 or email [kaym@iam751.org](mailto:kaym@iam751.org).

### Union volunteers build wheelchair ramps



Left: District 751 retiree Beverly Dillon of Renton tries out her new wheelchair ramp after union MVPs finished assembling it.

Right: Volunteers Anthony Jones, Sara Baumgardner, Jim Hutchins and Clark Fromong built Dillon's ramp on March 5.



North-end MVPs built a wheelchair ramp for the parents of an IAM 751 member in Everett on Feb. 20. Volunteers were Grace Beardsley, Brian Butler, Adrian Camez, Michelle Dinsmore, Luke Gettmann, Fred Harmon, John Kussy, Paul Richards, Paul Schubert and Levi Wilson.



### Peanut butter drives continue in April

Our union's annual peanut butter drives continue this month.

Until May 10, donations can be brought to any IAM 751 union hall in Puget Sound, or to monthly local lodge meetings at the Seattle Union Hall.

Peanut butter collected at the Auburn, Renton and Seattle union halls will go to the Pierce County Central Labor Council, which will pool all the peanut butter collected by unions in Pierce County and give it to the Emergency Food Network, which supplies 60 food banks in the greater Tacoma area.

Peanut butter collected at the Everett Union Hall will be contributed to the Snohomish County Labor Council's

third annual peanut butter drive, which benefits Volunteers of America's Everett Food Bank.

The group of Machinists who collect the most peanut butter will get "bragging rights, and the knowledge they are helping feed hungry children in their community this summer," said Terri Myette, who is one of the focals for the District 751 effort.

Organizers encourage union members to buy union-made peanut butter brands like Jif or Adam's, and to buy it whenever possible from unionized grocery stores.

However, all donations will be accepted.



(L to R): Jason Chan, John Lopez III, Tootie Stinson (in front), Jack Fahey, Rich McCabe, Duke Gressett, Mike Lauffer helped organize a lunchtime fundraiser to help Union Steward Charlie Lauffer, who had a stroke. Members turned out and the crew raised \$1,207.

### Renton shop chips in to help brother

An injury to one is an injury to all is the belief in our union family.

So when Renton Union Steward Charlie Lauffer suffered a stroke and was hospitalized, his crew immediately stepped up to help their union brother.

Business Rep Richard McCabe said he recognized genuine concern.

"I was in the area the next night, and everyone was asking for an update on Charlie's condition," he said. "Once the crew knew it was not life-threatening, the conversation shifted to what can we do to help him."

Fellow Union Steward Jack Fahey suggested a lunchtime fundraiser to help Charlie during his time of need. McCabe offered to buy the food and make fajitas and tacos for the event. The crew responded with a great turnout.

Second shift lunch on March 3 was declared the "Charlie Lauffer Fajita Fundraiser." The crew raised \$1,207 for Charlie and his family to help out with the unforeseen financial impact

of a lengthy rehabilitation that will require three to five months off work.

Union stewards from other areas in the wing line came out to help, along with IAM Work Transfer Representative (and wingline mechanic) Jason Chan. First shift flight line Steward Mike Lauffer, who is Charlie's brother, also turned out to show his support.

"Anyone would be impacted by missing three or four paychecks -- let alone several months of work -- so every little bit helps," said McCabe. "It is always great to see members supporting members during their time of need. It is one of the things that makes our union family so strong."

On March 7, McCabe and Fahey delivered the money to Charlie and his wife, Amy, at their home. They reported that Charlie was very surprised and very appreciative that his crew had insisted on doing something to help.

### IAM 751 gives scholarships to two students

Thanks to scholarships provided by IAM District 751, two area students can pursue careers in the aerospace industry.

District 751 was again one of two top donors to the Pacific Northwest Aerospace Alliance's scholarship foundation with a \$5,000 donation. PNAA honored our union for the contribution.

The scholarships are distributed through the Pacific Northwest Aerospace Alliance as part of a future workforce training effort. District 751 has been donating \$5,000 a year for the past five years.

"Our union has always been supportive of training the workforce of the future," said IAM District 751 Secretary-Treasurer Susan Palmer. "We are proud to make a difference in these students' lives and help them achieve their dreams in the aerospace industry."

The recipients said they were grateful for the support that will help them complete their respective programs.

"This scholarship will assist me in



Dist. Secretary-Treasurer Susan Palmer accepts a plaque honoring IAM 751 as one of the top donors to the Pacific Northwest Aerospace Alliance scholarship fund.

completing my bachelor's of applied science in aeronautical science," said Karly Harbert, a student at Green River College.

"The scholarship gives me the opportunity to complete my program," said Colton Jackson, who attends Renton Technical College and said he struggles to afford tuition while working full-time and taking a full class load.

# Election 2016: Equality, fairness and rights are all at stake

*Continued from Page 3*  
working at the Boeing Co.

Prior to Boeing, I worked at a non-union manufacturing company. I had very few opportunities, no raises and no benefits.

At the time, I was dating my future wife. I wanted to make a life with her, but knew I had to do better.

I pursued and was fortunate enough to land my current union job at Boeing. From Day One, I could tell the difference of a union job. I received benefits my first day, and I received a living wage, which allowed me to purchase a home and marry my wife.

I know I wouldn't be where I'm at today without the security and support of my union and I am unbelievably grateful.

Young people like me need good jobs with a future. We need opportunity. We need strong unions, to raise the standards of living for the next working generation.

Being in the presence of all of you today gives me hope. It gives me hope for the strength, importance and relevance of our labor movement. It gives me hope that the rest of working-class America will have the same opportunities and support that we as union members receive.

Thank you brothers and sisters for gathering here today and showing your support and solidarity.

**Strike: Create and sustain jobs**

Hello, my name is Denise Strike. I was born and raised here in Everett. I'm a proud member of aerospace machinists District 751, and I work for a company that builds great airplanes. I'm a single mom, proud to be raising two amazing daughters.

I value my job and the good union wages that my family benefits from. As a mom, I have many concerns.

I'm concerned about the economic state of our country, the lack of government funding for primary education, the rising cost of secondary education, and how all this will affect our kids' futures.

I have heard that our kids today will be the first generation projected not to do as well as their parents. For me, this is unacceptable.

I'm counting on the next president to be a strong leader, to ensure this trend is reversed. I'm counting on the next president to work across the table to find effective ways to create and sustain jobs in the United States and keep them from being shipped overseas.

Lastly, I'm counting on the next president to lead the way by fully funding world-class educations for every student, and passing the Equal Rights Amendment.

Thank you for listening, and hearing my concerns.



Union Steward Denise Strike



Union Steward Charles Cesmat

## Machinists drive change in Olympia

*Continued from Page 3*  
for their tax breaks.

This year, we were not successful in our attempt to require Boeing to maintain a minimum amount of jobs here, in order to keep receiving the tax breaks. Two Republican legislators we had worked closely with – including Rep. Drew Stokesbary of Auburn – went back on their commitments to our union and their own constituents under heavy pressure from Boeing.

As a result, our bill – HB 2638 – died in committee. Rep. June Robinson (D-Everett) introduced a replacement bill just before the end of the regular session, but it did not get a hearing.

But our common-sense arguments made an impression on other lawmakers, who now are writing requirements for both pay and job creation into new tax incentive legislation.

For example, a bill to give the owners of a coal-fired electrical plant a

tax incentive to convert to cleaner fuel included a requirement that the plant must retain at set number of workers, and further required that those workers receive pay that's at least equal to the median wage in the county where they work.

This is an important step toward making corporate accountability a key component of Washington state tax incentive policy. If we, as citizens of this state, are to shift tax dollars away from our under-funded schools to invest them into an industry, we should get specific returns on that investment, in the form of good-paying jobs for Washington's residents and communities.

Between now and the start of the next session of the Legislature, we will meet with our allies in Olympia to explore our next steps to hold Boeing accountable – as well as the legislators who put this corporation's interests ahead of the needs of our state and their constituents.

## Unity Bowl: Local F doubles down for MNPL fundraiser



District 751 members at last year's Unity Bowl bowling tournament.

Local F's 22nd annual Unity Bowl bowling tournament will be bigger and better than ever this year.

The annual bowling tournament -- which is a benefit for the Machinists Non-partisan Political League -- is expanding to two locations, in Everett and Federal Way, on Sunday, April 24.

Bowling will be from 12:30 to 3:30 p.m. that day at Secoma Lanes, 34500 Pacific Highway S., in Federal Way, and from 1 to 4 p.m. at Glacier Lanes, 9630 Evergreen Way in Everett.

"We've held our tournament at both locations in the past, and both are great," said Local F President Robley Evans. "Doing two tournaments -- one in the north end and one in the south -- should allow more people to take part."

Registration costs \$50 per person, which includes shoes, lunch and bowling fees, plus a chance at door prizes. Lane sponsorships are available for \$100.

All money collected will go to MNPL, which is the political action arm of the Machinists Union.

**Join Us for a Day of Fun**  
**Sunday, April 24**

**Two Locations:**  
**Secoma Lanes, Federal Way**  
**from 12:30 to 3:30 pm**

**Glacier Lanes, Everett**  
**from 1 to 4 p.m.**

**Choose your location for a day with fun to spare**

"Our participation in MNPL gives us a voice so we can help shape laws that are important to working people," said IAM 751 Legislative Director Larry Brown. "Taking part in Unity Bowl is a great way to help make a difference while also having a lot of fun."

For details on the Everett tournament at Glacier Lanes, call Evans at (253) 350-6725 or Mitchell Christian at (425) 308-6895. For information on the Federal Way tournament at Secoma Lanes, call Christine Fullerton at (253) 709-5786 or Jeremy Coty at (253) 350-1516.

## SPEEA honors IAM 751 for Olympia teamwork

Our union has been honored by SPEEA in recognition of our two unions' close cooperation in efforts to hold Boeing accountable.

SPEEA presented District 751 with a "Friend of SPEEA" award at its annual Northwest regional awards banquet March 26.

IAM District 751 President Jon Holden and Legislative Director Larry Brown accepted the award on our union's behalf.

The Friend of SPEEA award honors people and groups that stand up in support of SPEEA members on issues impacting aerospace workers.

"Working together ... the Machinists and SPEEA changed the conversation around the massive, blank-check tax incentives our state gave aerospace companies with no requirements to keep jobs in Washington," said Judy Mogan, the chairwoman of SPEEA's legislative and public affairs committee.



*District 751 President Jon Holden thanks SPEEA leadership for the "Friend of SPEEA" award and noted we look forward to working with SPEEA on more issues in the future.*

Machinists are "close personal friends to our union and our members," she said. "Together, we worked to hold Boeing and the Legislature accountable for keeping good aerospace jobs in Washington State."

SPEEA is "a strong labor union," Mogan added. "But SPEEA is a whole lot stronger with friends like Machinists District Lodge 751."

Follow us: @IAM751

# RETIREMENT NEWS

## IAM 751 Retirement Club March meeting minutes

The meeting was called to order by President Jackie Boschok. Secretary Lucia Raum led the prayer which was followed by the flag salute and the singing of God Bless America.

President Boschok suspended the regular order of business and welcomed Marc Manzo and Carol Thomson from the Museum of Flight. They discussed new exhibits and upcoming events at the museum that will require additional volunteers such as Boeing's 100th year celebration the weekend of July 15-17. Volunteers will also be needed for the new Aviation Pavilion and the "Above and Beyond" exhibition which will be open Memorial Day weekend through Labor Day. Training will be provided for volunteers.

She encouraged retirees to consider volunteering. For further information about volunteering contact Carol Thomson, Volunteer Coordinator at volunteers@museumofflight.org.

**Roll Call of Officers:** All officers were present.

**Minutes:** The February meeting minutes were approved.

**Financial Report:** Tom Lux gave the report and it was approved.

**Executive Board Report:** The Executive Board recommends spending \$617.03 for a catered lunch from Renton Technical College for a St. Patrick's Day themed lunch at the March 14 meeting. M/S/P

**Health and Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased IAM

751 retirees: Garnett Drury, Gordon Fletcher, Douglas Gruendell, James Hansen, John Hein, Sr., Ellen Hillman, Pearl McDuffie and Patrick Morrow. Sympathy cards were sent to the next of kin.

**Legislative Report:** Carl Schwartz reported the presidential primary races continue. The debates and results are on TV often enough, we're not making any further comment right now, except to say, keep an eye on them.

Our state Legislature is now in overtime. Our governor is trying to get them to take more action toward funding our public schools, but the majority of the legislators are ready to postpone (again) action until next year.

Attacks on Social Security continue, especially from the Republican candidates for president. One of their suggestions is to raise the retirement age to 70. Needless to say our club and our Machinists Union is strongly opposed to such a suggestion. Raise The Cap!

U.S. Senator Elizabeth Warren has sponsored a SAVE Benefits Act. This legislation would provide seniors a one-time payment of \$581 to counteract the fact that there was no COLA for Social Security in 2016. We would like to see a vote on this in Congress to find out who votes yes and no.

The Democratic precinct caucuses take place March 26 at 10 a.m. at various locations. We urge you to attend and make your voice heard.

Our local lodges are considering resolutions to send to our Grand Lodge Convention in September. Retirees are members and can bring our



*Celebrating March birthdays L to R: Ken Dining, Ann Rose, T.J. Seibert, Mike Lough, Vera Doss and Carl Schwartz.*

suggestions to the April and May local lodge meetings. One proposed resolution is to ask Congress to permit Medicare to negotiate for lower drug prices.

Carl then invited Jim Hutchins and Vennie Murphy to speak about the ARA Western Regional conference they recently attended as delegates. Jim noted Social Security has never missed a payment since its inception. It only costs 0.8% to run the program, which is very efficient. Vennie thanked everyone for the opportunity to attend the convention. He spoke about the ease of voting in our area with mail in ballots. He said the ARA will not endorse a presidential candidate until all the primaries have taken place. Vennie provided a hand out that listed statements each current candidate has made about Social Security. Jackie also spoke about the convention and noted she was honored to deliver one of the workshops.

**Good & Welfare:** John Guevarra spoke about the importance of working with an organization such as the ARA to support issues that are important to us.

Max Templin described how a proportional government works and said many European countries have this type

of government. He noted that it would make a difference in our presidential race if the U.S. had that type of government.

**President's Report:** President Boschok thanked the District for providing the bus for Senior Lobby day in February and thanked those who participated in the event.

She also spoke about a message sent in February from iMail from the International office that asked recipients to tell the Senate to reject an amendment involving outsourcing U.S. shipbuilding jobs. Signing up for iMail is one way to hear about issues in a timely manner so we can act accordingly.

Senator John McCain has proposed an amendment that would undermine the Jones Act, which performs a critical function in maintaining the shipbuilding capabilities of our nation's defense industrial base. If passed, the amendment will result in the outsourcing of U.S. shipbuilding to foreign nations. This will damage our defense capabilities and devastate U.S. shipbuilding and lead to the loss of American jobs. Both the U.S. Navy and the Dept. of Defense strongly support the Jones Act. Please tell your

*Continued on Page 11*



*Carol Thomson from the Museum of Flight explains new exhibits that will need volunteers to staff this summer.*



*IAM 751 retirees were part of a group of seniors who met with House Speaker Frank Chopp to discuss retiree issues.*

## Seniors make their voices heard in Olympia

Fourteen members of the IAM 751 Retirement Club joined other seniors in Olympia in late February for Senior Lobby Day. The event was sponsored by the Puget Sound Alliance for Retired American (PSARA).

Seniors split up to meet with legislators and convey their concerns on issues such as:

- Eliminating tax exemptions that

provide no public benefit;

- Allocation of new resources for low income housing;

- Supporting steps to expand health care coverage statewide;

- Paid sick days;

- Aerospace tax incentive accountability;

- Establishing a state minimum wage of \$15 per hour; and

- Funding a study on the feasibility of establishing a state-based supplemental Social Security Program.

District 751 retirees were invited to be part of the group of seniors who met with House Speaker Frank Chopp to discuss senior issues.

*(Special thanks to Garet Munger for taking photos of the event).*



*751 retirees joined other concerned seniors for Senior Lobby Day in Olympia.*

### RETIRED CLUB OFFICERS

<b>President</b>	<b>Jackie Boschok</b>	<b>206-890-1009</b>
<b>Vice President</b>	<b>Helen Lowe</b>	<b>206-523-9526</b>
<b>Secretary</b>	<b>Lucia Raum</b>	<b>206-772-5110</b>
<b>Treasurer</b>	<b>Tom Lux</b>	<b>206-551-1371</b>
<b>Srgnt-at-Arms</b>	<b>Mike Lough</b>	<b>253-371-4778</b>
<b>Trustees:</b>	<b>Louise Burns</b>	<b>206-242-5878</b>
	<b>John Guevarra</b>	<b>206-762-3848</b>
	<b>Michael Keller</b>	<b>206-723-4973</b>
<b>Union Office: (1-800-763-1301) or 206-763-1300</b>		

## RETIREES

Congratulations to the following members who retired from the Union:

Gary C. Affleck	David A. Livingston
Roger D. Amundson	Christina M. Mailand
Susan S. Anderson	Allen W. Maisch
Ruthanne Baird	John R. Mason
Laura B. Bell	Michael R. McBride
Mike O. Bingham	Lundy R. McQuain
Betty C. Boster	Richmond S. Moeller
John R. Bradbury	Kenneth W. Moores
Sukyi Bryan	Steven L. Morphy
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Christopher Carter	Walter K. Patchett
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Eduardo Clemente	Steven L. Phillips
Faye M. Dahl	Jonathon B. Popham
Ricky R. Degagne	John E. Potts
Susan M. Desrosier	Colin E. Richardson
Rickey L. Downer	Janice K. Riley
Jeffrey Edmundson	Frank M. Roberts
Sandra A. Farrow	George R. Rucshner
Randy G. Feagins	Gary M. Russell
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Robert D. Fortin	Robert C. Soethe
Leonard Gaines	Meir Solomon
Martin J. Gallagher	Paige C. Solsberry
Manuel R. Gross	Russell D. Sparkman
Walter T. Hadlock	Daniel D. Stieben
Keith L. Hansen	Edward B. Sweeney
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4 PIECE COMPUTER DESK/WORKSTATION oak veneer. Cost \$1,400 new asking \$300. 9 drawers total, 4 hanging files. See photos at: <https://www.flickr.com/gp/130844990/N05/F83019> call 206-683-5186

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2 ACRES & 1675 sq. ft.. HOME FOR SALE, Coulee City, WA. 3 bedroom, 2 bath, den, kitchen, dining room, front room, 3 car garage. Bath in garage, 3 shops, walk in cooler, green house. 4 fenced in gardens. 12'x12'x48' RV cover. Sprinkler system, covered patio & fire pit in front, fire pit in back. View of Banks Lake, 2 min. from boat launch. \$187,777. call 509-681-1129 or 509-681-1000

MOBILE HOME in SENIOR PARK. Great view of Sound. Redondo Beach - Des Moines. 1,440 sq. ft. \$49K or offer. 253-839-9169

HOME ON 5 ACRES on the north end of Camano Island. For sale by owner. \$399,000. School, stores, restaurant very near. Call 360-387-6904.

LABOR HISTORY HAPPENINGS

April 4 - Martin Luther King Jr. assassinated - 1968

April 5 - Carpenters 1148 - 1917

April 7 - IBEW 46 - 1914

April 8 - Truman orders seizure of US Steel mills - 1952

April 15 - Seattle Cigar Makers Local 188 - 1887

April 20 - Ludlow Massacre - 1914

April 27 - Seattle Postal Workers Union - 1908

April 28 - Workers' Memorial Day OSHA - 1971

Information taken from the PNLHA Labor History Calendar

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue April 18th

NEW FRAME 2,900 sq. ft. HOME. Beautiful valley & mtn. views. 5 miles NE of Colville WA. Deer, elk, turkey. What a collect up. For more info call 425-327-2514 O.W.C. \$175,000.

MISCELLANEOUS

RETIREES WHO WORKED AT KSC N/C MACHINE SHOP 18-62 Bldg. Join us for breakfast once a month at Emerald Downs Café. For more info: contact clintbonnie@hotmail.com

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GPS - PORTABLE (TOM TOM) like new (barely used) - \$50 or make offer, refurbished - XXL call 206-523-9526

3 WHEEL LEGEND PRIDE ELECTRIC SCOOTER needs batteries, has built in battery charger \$200. Tall Edelbrock valve covers for SBC, with air filter lid \$100. 206-772-2712

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UVALUS RIVIERA 24 BULB SUN BED, 220 outlet. Commercial grade, perfect working order. \$1,000 OBO. Call for appointment. 425-481-0262

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DECORATIVE PLATES: Large collection of older decorative plates of American Rose Society, Rockwell and many others. Porcelain figurines, Ashton Drake dolls with boxes. 425-353-0153

PROPERTY

BOOK NOW FOR SPRING BREAK: Remodeled 1-bdrm Hood Canal beach cabin. Check out Sisters Point Waterfront Cabin at ExploreHoodCanal.com, then call (360) 275-6816 and ask for the Machinists Union special (buy 2 nights, get the 3rd free).

40 ACRES FOREST LAND, mineral rights for Sale Eastern Washington, located near Inchelium, WA. 99138. Patented land, Gold and Silver mines \$60,000. email yopppadaniel@gmail.com 253-863-8372

2 TWENTY ACRE PARCELS, Forest Land for Sale on Anderson Island. One parcel next to Anderson Island Park with access to the beach. Road access to each parcel. \$200,000 each Parcel. e-mail yopppadaniel@gmail.com 253-863-8372

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NEW HAWAIIAN KOA LONG SKATE BOARD Arbor Skate Boards Venice, CA. KOA Blunt Graphics. 70 mm Downhill Trucks. \$200. 425-829-1049

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GTX SEA-DOO - 2007 SUPERCHARGED BLUE. 3 seater and 2010 Sea-Doo Advanced Tec Trailer. Excellent condition. Only 37 hours. Loaded with extras. \$6,000. 253-677-4857

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BENCH SAW, CHOP SAW, planer, carving tools, Tormek, sharpening system with carving attachments, Jet band saw, biscuit joiner, saw blades, bar clamps, dado blades, antique tools and planes. 360-584-9077

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1996 FORD MUSTANG Runs great, new breaks, rebuilt engine. \$3250.00 OBO 425-319-2584

'06 CVO FATBOY 103 excellent shape, original Screamin Eagle seat. New python pipes, seat, cams, hydraulic oil tensioner. Cobalt blue and yellow. \$15,000. 425-737-1016

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Ad (25 word limit. Please print).

Phone (or Address)

The following information must be filled in for your ad to appear:

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Clock Number

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Shop Number

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is April 18th!



2016 Pacific NW Labor History Conference

Come, share, and celebrate labor history at the 2016 Pacific Northwest Labor History Association conference at the Portland State University Conference Center and Hotel on May 20-22, 2016. Conference organizers are excited about the program being developed under the theme "Labor, Justice and the Environment: Historical Insights, Alliances and Challenges" And conference participants can expect a variety of other workshops and presentations, including new labor-related films, a report on the recent Paris climate change conference from a Pacific Northwest

region labor leader, and a photo exhibit about the Everett Massacre which occurred 100 years ago this year. Register early to take advantage of the fee discount and save your place at the Saturday banquet and other ticketed events. Don't forget to print out your online registration form. Please note that you can also register by mail or email. Send your registration details to PNLHA Oregon, 715 Ellsworth St., Eugene, Oregon USA 97402 or to rverzuh@shaw.ca.

# FINANCIAL \$ENSE: Help Avoid Tax-Related Identity Theft Warning signs: Potential fraud and scams

Tax-related identity theft involves someone using a stolen Social Security number to file a tax return and claim a fraudulent refund. This is a small but growing occurrence, and if it happens to you, it can have a major impact on your financial life and delay payment of a tax refund on which you may have been depending.

How do you know if someone has obtained and is using your Social Security number in a tax-related identity theft? Here are some warning signs:

- The IRS or your tax professional notifies you that more than one tax return has been filed for you based on your Social Security number.
- The IRS or your tax professional indicates that you owe additional tax, have a refund offset, or have had collection actions taken against you for a year you did not file a tax return.
- The IRS notifies you that you received more wages than you have indicated on your return and the wages are from an unknown employer. (Someone may have used your Social Security number to obtain a job, and those wages are now reported on your number.)
- Your state or federal benefits are

reduced or cancelled because the paying agency received information reporting an income change.

In the past, some unscrupulous tax preparers have directed client tax refunds into the tax preparer's account. To help avoid this situation, beginning in 2015, the IRS will limit the number of direct deposit refunds to any one financial account or prepaid debit card to three.

For any subsequent valid refunds, the IRS will prepare a paper check and postal mail it to the taxpayer. This provision may affect larger families where parents and, perhaps, minor children would like to direct tax refunds into the same financial account, so plan accordingly.

## What to do about tax-related identity theft

If you suspect your personal information has been used fraudulently, take these steps as quickly as possible:

- File a report with your local police department.
- File a complaint with the Federal Trade Commission at [consumer.ftc.gov](http://consumer.ftc.gov). Or call the FTC Identity Theft hotline at (877) 438-4338, TTY: (866) 653-4261.
- Contact one or all three of the major credit bureaus to place a fraud alert on

## SCOTT

WEALTH MANAGEMENT GROUP

of Wells Fargo Advisors

your account:

Equifax: [Equifax.com](http://Equifax.com) (800) 525-6285

Experian: [Experian.com](http://Experian.com) (888) 397-374

TransUnion: [transunion.com](http://transunion.com) (800) 680-7289

- Close any accounts you know have been tampered with, accessed, or opened fraudulently.

Further, if your Social Security number has been compromised and/or you suspect you may be a victim of tax-related identity theft, take these additional steps:

- Respond immediately to any IRS notice you receive; typically there will be a number provided on the notice, which you should call as soon as possible.
- Complete IRS Form 14039, Identity Theft Affidavit. Use the fillable form available on [irs.gov](http://irs.gov) and mail or fax it to either the address or number provided in the instructions.
- Pay any taxes you owe and file your tax return. You may need to file your

income tax return by paper rather than electronically.

If you previously contacted the IRS but still have no resolution, contact the Identity Protection Specialized Unit at (800) 908-4490.

Be sure to record the dates on which you made phone calls or sent letters. Keep copies of all correspondence (written or electronic) in a file for your records and protection.

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## Auburn Stewards attend retirement planning workshops

The new Roth 401(k) benefit for Machinists Union members at Boeing is a potentially valuable retirement planning tool, a financial advisor said.

"Good job by your union, getting you that benefit," said Jan Larsen, a financial advisor who has been giving free financial education workshops to District 751 members for more than 14 years.

Larsen – who gives his workshops several times each month at our union's Puget Sound union halls – spoke to Auburn union stewards at a pair of special workshops in late February. Close to 100 stewards attended the meetings, which were arranged by the Auburn business reps to help stewards answer retirement-related questions.

"A lot of our members have questions about retirement," Business Rep Tommy Wilson told the stewards. "You, as stewards, can get them started in the right direction."

It's an issue that should be on the minds of all IAM 751 members, given the fact that pensions are being replaced by 401(k) savings plan this year, added Business Rep Brett Coty.

"The time to get started on retirement planning – especially now with the 401(k) – is the week you start with the company," he said. "If you wait until the week before you're ready to retire – you're not ready."

Each individual has his or her own retirement needs, Larsen said. But

in general, to live in retirement, you'll need to have 60 to 100 percent of your current working income coming in from Social Security, your own savings and – for now – Boeing pension benefits.

The pension benefit is being frozen Oct. 31, Larsen noted, which means that union members at Boeing will have to take a more active role in planning their own retirement savings.

If there's any good news, it's that Boeing VIP (Voluntary Investment Plan) is "one of the best savings plans out there, especially with the match the company is giving you," Larsen said.

That pension match will increase in November, he noted.

Larsen said he urges all Boeing workers to put at least 8 percent of their pre-tax income into their VIP accounts, so that they qualify for the maximum possible 401(k) match and "get all the money that Boeing will give you."

In general, Machinists should split their allocations between safe investment funds that don't lose value over time, and aggressive investment funds that provide bigger cash returns – but carry a bigger risk of losing money too.



*Retirement planning workshops offer sound advice to plan for your golden years. Stewards in Auburn recently attended workshops that are regularly offered to members.*

While Machinists need to take a more active role in their retirement planning now, that doesn't mean going onto TotalAccess on a daily basis and making changes to your 401(k) allocations in hopes of catching a stock market surge, he said.

"It's time in the market, not timing the market, that works best," Larsen said.

For Machinists who will have a pension benefit when they retire, there are a number of options to consider, Larsen noted.

Likewise, the new Roth 401(k) benefit can help Machinists manage the income taxes they will have to pay on their retirement income, essentially by allowing you to pay those taxes now – when income taxes are relatively low by historic standards – rather than waiting

until you've already retired.

To figure out what works best for you, get professional advice, Larsen urged.

TotalAccess can't provide you financial advice, Larsen told the stewards – and you're better off not asking your co-workers for specific retirement planning tips either.

"You guys can't give them financial advice," he said. "They've got to come to a workshop or talk to a financial advisor."

Larsen is a volunteer with Money Management Educators, a group that provides free financial education workshops to District 751 members through an IAM 751-sponsored program. Union members who attend the workshops can also schedule a follow-up one-on-one session with Larsen, to go over their specific situations.

In April, Larsen will do educational workshops at the Auburn Union Hall on April 13, the Everett Union Hall on April 14 and the Renton Union Hall on April 21. Information on times, topics discussed and how to sign up are available on fliers posted on steward boards around Boeing and at the virtual stewards board at [www.IAM751.org](http://www.IAM751.org).

The most important thing you can do to plan a successful retirement is to start early, Larsen said.

"If you're one year from retirement, you probably should have been here 10 years ago," he said.

## IAM 751 Retirement Club March Meeting Minutes

*Continued from Page 9*

senators to reject the proposed amendment.

Jackie stated the Washington State Labor Council is supporting Initiative I-1433 titled Raise Up. It would raise the state minimum wage and provide paid sick leave for all workers. Let your legislators know you support this as well.

**Old & New Business:** None.

**March Birthdays & Anniversaries:** Ken Dinning, Vera Doss, Mike Lough, Ann Rose, T.J. Seibert and Carl Schwartz celebrated their birthdays. The club sang Happy Birthday to them.

The Fred Meyer gift card was won by: Ardis Stachlowski Meeting was adjourned at 12:07 p.m.

## Accepting the oath of office at District Council

*District President Jon Holden (l) administers the oath of office to Wallace 'PeeWee' Pleasant, new Council Delegate representing Local 1123. After the Alcoa Wenatchee Works layoffs, Local 1123 moved the local to Coulee City and elected new officers. PeeWee is the new president of Local 1123.*



EASTERN WASHINGTON

# Strong solidarity at Triumph in Spokane

*Continued from Page 1*  
Local Lodge 86 and District 751. We have 33,000 members backing you to be successful in this contract. Your success is important to all of us.”

The meetings also provided a question and answer session and a chance to brainstorm ideas for contract language, solidarity-building activities, communication tools, and tips to prepare should members wind up in a strike situation.

“Our goal is to negotiate a fair contract you will approve,” said Warren. “However, sometimes a strike is the only way to get the company to make that fair offer. Should that be what we face, we want to have every member prepared if you vote to take that action.”

Ideas for the contract proposal including additional restrictions on overtime, getting vacation credit for overtime hours, and allowing IAM members to donate sick leave and

vacation to other members were just a few of the suggestions. Members picked up new flyers, stickers and purchased a second solidarity shirt.

“Without the pension, this is just a job, before it was a career,” said member Duane Babbitt.

“Little Carina is here today because her dad has been here 25 years. I’m not talking about what is in my future; this is about what is in their future,” said Linda Louie. “We all have kids who could potentially work here some day. We want them to have the same opportunities we had. Our contract is how we make that happen.”

Holden agreed, saying “These are very important jobs for the Spokane area. You made them better for those who come behind you and that shouldn’t stop now. Solidarity is how we achieve that.”

One member offered this advice: “During a past strike, I signed up with five daily temp agencies and found work every day. Have your resume ready, send it to several agencies, and they will call you on a daily basis. You have to be proactive.”

The Union is compiling a checklist to prepare in the event a strike is called with specific actions members can do in advance, which includes



Member volunteers count the strike sanction ballots as other members observe.

updating your resume now and getting 90-day refills on prescriptions.

Tony Wade made an analogy to one of the darkest days in U.S. history following the bombing at Pearl Harbor when the Japanese admiral feared he had awakened a sleeping giant. Tony noted, “The last contract vote should concern Triumph because they have, in fact, awakened this membership, which is a sleeping giant, and we are prepared.”

Members were cautioned to prepare for Triumph’s fear and intimidation tactics that are used each round of bargaining.

“Prepare for them to try and convince you, you are not worth the goals you are trying for. They want you to give up on what we are fighting for. You must believe that what we are fighting for is reasonable. It was unreasonable what they did; their contract overreached and they went too far, which is how everyone feels,” said Holden.

“This contract will set the tone for the next 20 years. This is the line



Business Rep Steve Warren emphasized the importance of solidarity.

in the sand,” said Union Steward Aaron Smith. “Those who have been here long enough remember coming to Boeing Spokane, and it was like winning the lottery. This contract will decide if this will be just a job or a career again. Will this be somewhere your family and kids want to work or is it just another job? This has to be a good contract, but it can only happen if we stick together.”

Our members at Triumph did just that on March 25 with their 98.7 percent vote on strike authorization.



Above: Dist. 751 President Jon Holden stressed having a pension is reasonable and members should stick to their convictions.

Right: Members listen to information from union leaders. Many asked questions and offered ideas.



## Member hooked on Guide Dogs; donates fishing trip in raffle

Local 1951 Machinists Union member Mark Shear is an avid supporter of Guide Dogs of America. When he became a Machinists Union member after the millwrights at the Hanford site joined our union, he immediately volunteered to help Local 1951 leaders in Tri-Cities raise money for this worthwhile charity—selling raffle tickets and getting stores to give donations for the raffle.

Last year he decided to take his support for Guide Dogs to a new level. Mark, who used to be a professional fishing guide, donated a four-person steelhead trip to the Guide Dogs raffle.

“The Yakima membership was putting

on their raffle and didn’t really have a good prize. I agreed to donate a four-person guided trip that is valued at \$750 and help them raise additional money,” said Mark.

IAM 751 Staff Assistant Ken Howard served as the deck hand and Mark ran the boat for the trip on the Columbia River in the Ringle area where Mark had fished a lot.

It just so happened that the winner was a combat veteran and was bringing along friends who were also combat veterans. Mark lined up the initial trip date, but due to bad weather had to reschedule at the last minute. When the date changed,

one guy who couldn’t make the first trip was able to go so Mark agreed to take a five-person group.

Despite the chilly January weather, the group had a great time and landed three fish.

“I really hit it off with the raffle winner, and we have become friends,” said Mark.



Raffle winner Bryan Gerken had an “awesome time” on the trip with his combat veterans who are also energized to support Guide Dogs now.

“We had a blast and it is for a good cause. I have my eyesight and I feel privileged to be a part of making this happen. I want to donate a trip for next year’s raffle, as well.”

“Mark’s years of experience make him a great guide. He knows the river and makes the trip fun,” said Ken Howard. “I

appreciate his generosity in donating the trip and look forward to serving as the deck hand next year, should he extend an invite.”

“The trip was amazing. We all had a great time and laughed a lot,” said Bryan Gerken, who won the trip. “Everyone I brought was a combat veteran from Iraq or Afghanistan suffering various disabilities as a result of their service. Despite that, each of them still wants to give back to others. After the trip, they are inspired to do something for Guide Dogs. We know there are so many veterans with sight issues who have trouble being mobile. Guide Dogs could help them.”

Look for your chance to win the trip when Local 1951 holds its Yakima raffle later this year.



A good time was had by all on the guided fishing trip donated by Machinists member Mark Shear. L to R: Machinists member and guide Mark Shear, RJ, Mike Johnson, Bryan Gerken, Mike May, and Glenn Stubbens.